

Senate Study Bill 1290 - Introduced

SENATE/HOUSE FILE _____
BY (PROPOSED GOVERNOR BUDGET
BILL)

A BILL FOR

1 An Act relating to the compensation and benefits for public
2 officials and employees and providing appropriation
3 authorizations and for related matters.
4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. APPOINTED STATE OFFICERS.

2 1. The governor shall establish a salary for appointed
3 nonelected persons in the executive branch of state government
4 who hold a position enumerated in the section of this Act that
5 addresses the salary ranges of state officers, within the range
6 provided, by considering, among other items, the experience of
7 the individual in the position, changes in the duties of the
8 position, the incumbent's performance of assigned duties, and
9 subordinates' salaries. However, the attorney general shall
10 establish the salary for the consumer advocate, the chief
11 justice of the supreme court shall establish the salary for
12 the state court administrator, the Iowa public information
13 board shall establish the salary of the executive director, the
14 ethics and campaign disclosure board shall establish the salary
15 of the executive director, and the Iowa public broadcasting
16 board shall establish the salary of the administrator of the
17 public broadcasting division of the department of education,
18 each within the salary range provided in the section of this
19 Act that addresses salary ranges of state officers.

20 2. The governor, in establishing salaries as provided in
21 this section, shall take into consideration other employee
22 benefits which may be provided for an individual including but
23 not limited to housing.

24 3. A person whose salary is established pursuant to this
25 section and who is a full-time, year-round employee of the
26 state shall not receive any other remuneration from the state
27 or from any other source for the performance of that person's
28 duties unless the additional remuneration is first approved by
29 the governor or authorized by law. However, this provision
30 does not exclude the reimbursement for necessary travel and
31 expenses incurred in the performance of duties or fringe
32 benefits normally provided to employees of the state.

33 Sec. 2. STATE OFFICERS — SALARY RANGE. The following
34 annual salary ranges are effective for the positions specified
35 in this section for the fiscal year beginning July 1, 2015, and

1 for subsequent fiscal years until otherwise provided by the
2 general assembly. The governor or other person designated in
3 the section of this Act relating to appointed state officers
4 shall determine the salary to be paid to the person indicated
5 at a rate within this salary range from funds appropriated by
6 the general assembly for that purpose.

7 1. The following are salary ranges for appointed state
8 officers for the fiscal year beginning July 1, 2015, effective
9 with the pay period beginning June 19, 2015:

10	SALARY RANGE	<u>Minimum</u>	<u>Maximum</u>
11	a. Range 2.....	\$ 48,160	\$ 78,122
12	b. Range 3.....	\$ 55,380	\$ 89,835
13	c. Range 4.....	\$ 63,690	\$103,308
14	d. Range 5.....	\$ 73,250	\$118,794
15	e. Range 6.....	\$ 84,240	\$136,623
16	f. Range 7.....	\$100,840	\$163,558

17 2. The following is a range 2 position: administrator of
18 the arts division of the department of cultural affairs.

19 3. The following are range 3 positions: administrator of
20 the division of criminal and juvenile justice planning of the
21 department of human rights, administrator of the division of
22 community action agencies of the department of human rights,
23 executive director of the department of veterans affairs, and
24 chairperson and members of the employment appeal board of the
25 department of inspections and appeals.

26 4. The following are range 4 positions: director of the
27 department of human rights, director of the Iowa state civil
28 rights commission, executive director of the college student
29 aid commission, director of the department for the blind,
30 executive director of the ethics and campaign disclosure
31 board, executive director of the Iowa public information
32 board, members of the public employment relations board, and
33 chairperson, vice chairperson, and members of the board of
34 parole.

35 5. The following are range 5 positions: director of the

1 department of homeland security and emergency management, state
2 public defender, drug policy coordinator, labor commissioner,
3 workers' compensation commissioner, director of the department
4 of cultural affairs, director of the department of elder
5 affairs, director of the law enforcement academy, members of
6 the property assessment appeal board, and administrator of the
7 historical division of the department of cultural affairs.

8 6. The following are range 6 positions: superintendent of
9 banking, superintendent of credit unions, administrator of the
10 alcoholic beverages division of the department of commerce,
11 director of the department of inspections and appeals,
12 commandant of the Iowa veterans home, commissioner of public
13 safety, commissioner of insurance, executive director of the
14 Iowa finance authority, director of the department of natural
15 resources, consumer advocate, and chairperson of the utilities
16 board. The other members of the utilities board shall receive
17 an annual salary within a range of not less than 90 percent
18 but not more than 95 percent of the annual salary of the
19 chairperson of the utilities board.

20 7. The following are range 7 positions: administrator
21 of the public broadcasting division of the department of
22 education, director of the department of corrections, director
23 of the department of education, director of human services,
24 director of the economic development authority, executive
25 director of the Iowa telecommunications and technology
26 commission, executive director of the state board of regents,
27 director of transportation, director of the department of
28 workforce development, director of revenue, director of public
29 health, state court administrator, director of the department
30 of management, chief information officer, and director of the
31 department of administrative services.

32 Sec. 3. COLLECTIVE BARGAINING AGREEMENTS FUNDED. The
33 various state departments, boards, commissions, councils, and
34 agencies, including the state board of regents and the judicial
35 branch, for the fiscal years beginning July 1, 2015, and July

1 1, 2016, shall provide from available sources pay adjustments,
2 expense reimbursements, and related benefits to fully fund the
3 following:

- 4 1. The collective bargaining agreement negotiated pursuant
5 to chapter 20 for employees in the blue collar bargaining unit.
- 6 2. The collective bargaining agreement negotiated pursuant
7 to chapter 20 for employees in the public safety bargaining
8 unit.
- 9 3. The collective bargaining agreement negotiated pursuant
10 to chapter 20 for employees in the security bargaining unit.
- 11 4. The collective bargaining agreement negotiated pursuant
12 to chapter 20 for employees in the technical bargaining unit.
- 13 5. The collective bargaining agreement negotiated pursuant
14 to chapter 20 for employees in the professional fiscal and
15 staff bargaining unit.
- 16 6. The collective bargaining agreement negotiated pursuant
17 to chapter 20 for employees in the clerical bargaining unit.
- 18 7. The collective bargaining agreement negotiated pursuant
19 to chapter 20 for employees in the professional social services
20 bargaining unit.
- 21 8. The collective bargaining agreement negotiated pursuant
22 to chapter 20 for employees in the community-based corrections
23 bargaining unit.
- 24 9. The collective bargaining agreements negotiated
25 pursuant to chapter 20 for employees in the judicial branch of
26 government bargaining units.
- 27 10. The collective bargaining agreement negotiated pursuant
28 to chapter 20 for employees in the patient care bargaining
29 unit.
- 30 11. The collective bargaining agreement negotiated pursuant
31 to chapter 20 for employees in the science bargaining unit.
- 32 12. The collective bargaining agreement negotiated pursuant
33 to chapter 20 for employees in the university of northern Iowa
34 faculty bargaining unit.
- 35 13. The collective bargaining agreement negotiated pursuant

1 to chapter 20 for employees in the state university of Iowa
2 graduate student bargaining unit.

3 14. The collective bargaining agreement negotiated pursuant
4 to chapter 20 for employees in the state university of Iowa
5 hospital and clinics tertiary health care bargaining unit.

6 15. The annual pay adjustments, related benefits, and
7 expense reimbursements referred to in the sections of this
8 Act addressing noncontract state and state board of regents
9 employees who are not covered by a collective bargaining
10 agreement.

11 Sec. 4. NONCONTRACT STATE EMPLOYEES — GENERAL.

12 1. For the fiscal year beginning July 1, 2015:

13 a. The maximum and minimum salary levels of all pay plans
14 provided for in section 8A.413, subsection 3, as they exist for
15 the fiscal year ending June 30, 2015, shall be increased by 2.5
16 percent for the pay period beginning June 19, 2015.

17 b. Employees may receive a step increase or the equivalent
18 of a step increase.

19 c. Notwithstanding the increase in paragraph "a", the
20 pay plan for noncontract judicial branch employees shall be
21 increased by 2.5 percent for the pay period beginning June 19,
22 2015.

23 d. The pay plans for state employees who are exempt
24 from chapter 8A, subchapter IV, and who are included in the
25 department of administrative services' centralized payroll
26 system shall be increased by 2.5 percent for the pay period
27 beginning June 19, 2015, and any additional changes in any
28 executive branch pay plans shall be approved by the governor.

29 2. For the fiscal year beginning July 1, 2016:

30 a. The maximum and minimum salary levels of all pay plans
31 provided for in section 8A.413, subsection 3, as they exist for
32 the fiscal year ending June 30, 2016, shall be increased by
33 2.25 percent for the pay period beginning July 1, 2016.

34 b. The maximum and minimum salary levels of all pay plans
35 provided for in section 8A.413, subsection 3, as they exist for

1 the pay period ending December 29, 2016, shall be increased by
2 1.25 percent for the pay period beginning December 30, 2016.

3 c. Employees may receive a step increase or the equivalent
4 of a step increase.

5 d. Notwithstanding the increase in paragraph "a", the
6 pay plan for noncontract judicial branch employees shall be
7 increased by 2.25 percent for the pay period beginning July 1,
8 2016, and by 1.25 percent for the pay period beginning December
9 30, 2016.

10 e. The pay plans for state employees who are exempt
11 from chapter 8A, subchapter IV, and who are included in the
12 department of administrative services' centralized payroll
13 system shall be increased by 2.25 percent for the pay period
14 beginning July 1, 2016, and by 1.25 percent for the pay period
15 beginning December 30, 2016, and any additional changes in any
16 executive branch pay plans shall be approved by the governor.

17 3. This section does not apply to members of the general
18 assembly, board members, commission members, persons whose
19 salaries are set by the general assembly pursuant to this Act
20 or are set by the governor, or other persons designated in
21 the section of this Act addressing appointed state officers,
22 employees designated under section 8A.412, subsection 5, and
23 employees covered by 11 IAC 53.6(3).

24 4. a. The pay plans for the bargaining eligible employees
25 of the state shall be increased by 2.5 percent for the pay
26 period beginning June 19, 2015, and any additional changes
27 in such executive branch pay plans shall be approved by the
28 governor.

29 b. The pay plans for the bargaining eligible employees of
30 the state shall be increased by 2.25 percent for the pay period
31 beginning July 1, 2016, and by 1.25 percent for the period
32 beginning December 30, 2016, and any additional changes in such
33 executive branch pay plans shall be approved by the governor.

34 c. As used in this subsection, "bargaining eligible
35 employee" means an employee who is eligible to organize under

1 chapter 20, but has not done so.

2 5. The policies for implementation of this section shall be
3 approved by the governor.

4 Sec. 5. STATE EMPLOYEES — STATE BOARD OF REGENTS. For the
5 fiscal years beginning July 1, 2015, and July 1, 2016, funds
6 shall be provided from available sources of the state board of
7 regents for funding of collective bargaining agreements for
8 state board of regents employees covered by such agreements and
9 for the following state board of regents employees not covered
10 by a collective bargaining agreement:

11 1. Regents merit system employees and merit supervisory
12 employees.

13 2. Faculty members and professional and scientific
14 employees.

15 Sec. 6. STATE COURT — JUSTICES, JUDGES, AND MAGISTRATES.

16 1. The salary rates specified in subsection 2 are for the
17 fiscal year beginning July 1, 2015, effective for the pay
18 period beginning June 19, 2015, and for subsequent fiscal years
19 until otherwise provided by the general assembly. The salaries
20 provided for in this section shall be paid from funds allocated
21 to the judicial branch from the salary adjustment fund, or if
22 the allocation is not sufficient, from funds appropriated to
23 the judicial branch pursuant to this Act or any other Act of
24 the general assembly.

25 2. The following annual salary rates shall be paid to the
26 persons holding the judicial positions indicated during the
27 fiscal year beginning July 1, 2015, effective with the pay
28 period beginning June 19, 2015, and for subsequent pay periods.

29 a. Chief justice of the supreme court:

30 \$ 187,465

31 b. Each justice of the supreme court:

32 \$ 179,071

33 c. Chief judge of the court of appeals:

34 \$ 167,879

35 d. Each associate judge of the court of appeals:

1	.....	\$	162,284
2	e. Each chief judge of a judicial district:		
3	.....	\$	156,687
4	f. Each district judge except the chief judge of a judicial		
5	district:		
6	.....	\$	151,092
7	g. Each district associate judge:		
8	.....	\$	134,303
9	h. Each associate juvenile judge:		
10	.....	\$	134,303
11	i. Each associate probate judge:		
12	.....	\$	134,303
13	j. Each judicial magistrate:		
14	.....	\$	41,410
15	k. Each senior judge:		
16	.....	\$	8,953

17 3. Persons receiving the salary rates established
18 under this section shall not receive any additional salary
19 adjustments provided by this Act or any other Act of the
20 general assembly.

21 Sec. 7. SPECIAL FUNDS.

22 1. For the fiscal year beginning July 1, 2015, and ending
23 June 30, 2016, salary adjustments otherwise provided for
24 in this Act may be funded as determined by the department
25 of management using unappropriated funds remaining in the
26 department of commerce revolving fund, the gaming enforcement
27 revolving fund, the gaming regulatory revolving fund, the
28 primary road fund, the road use tax fund, the fish and game
29 protection fund, and the Iowa public employees' retirement fund
30 and in other departmental revolving, trust, or special funds
31 for which the general assembly has not made an operating budget
32 appropriation.

33 2. For the fiscal year beginning July 1, 2016, and ending
34 June 30, 2017, salary adjustments otherwise provided for
35 in this Act may be funded as determined by the department

1 of management using unappropriated funds remaining in the
2 department of commerce revolving fund, the gaming enforcement
3 revolving fund, the gaming regulatory revolving fund, the
4 primary road fund, the road use tax fund, the fish and game
5 protection fund, and the Iowa public employees' retirement fund
6 and in other departmental revolving, trust, or special funds
7 for which the general assembly has not made an operating budget
8 appropriation.

9 Sec. 8. FEDERAL FUNDS APPROPRIATED. For the fiscal years
10 beginning July 1, 2015, and July 1, 2016, all federal grants
11 to and the federal receipts of the agencies affected by this
12 Act which are received and may be expended for purposes of this
13 Act are appropriated for those purposes and as set forth in the
14 federal grants or receipts.

15 Sec. 9. STATE TROOPER MEAL ALLOWANCE. For the fiscal years
16 beginning July 1, 2015, and July 1, 2016, the sworn peace
17 officers in the department of public safety who are not covered
18 by a collective bargaining agreement negotiated pursuant to
19 chapter 20 shall receive the same per diem meal allowance as
20 the sworn peace officers in the department of public safety who
21 are covered by a collective bargaining agreement negotiated
22 pursuant to chapter 20.

23 Sec. 10. SALARY MODEL ADMINISTRATOR. The salary model
24 administrator shall work in conjunction with the legislative
25 services agency to maintain the state's salary model used for
26 analyzing, comparing, and projecting state employee salary
27 and benefit information, including information relating to
28 employees of the state board of regents. The department of
29 revenue, the department of administrative services, the five
30 institutions under the jurisdiction of the state board of
31 regents, the judicial district departments of correctional
32 services, and the state department of transportation shall
33 provide salary data to the department of management and the
34 legislative services agency to operate the state's salary
35 model. The format and frequency of provision of the salary

1 data shall be determined by the department of management and
2 the legislative services agency. The information shall be used
3 in collective bargaining processes under chapter 20 and in
4 calculating the funding needs for salary adjustment purposes.
5 A state employee organization as defined in section 20.3,
6 subsection 4, may request information produced by the model,
7 but the information provided shall not contain information
8 attributable to individual employees.

9

EXPLANATION

10 The inclusion of this explanation does not constitute agreement with
11 the explanation's substance by the members of the general assembly.

12 This bill relates to the funding for the fiscal years
13 beginning July 1, 2015, and July 1, 2016, of salary increases
14 for appointed nonelected officers, employees subject to
15 collective bargaining agreements, certain noncontract
16 employees, board of regents employees, and justices, judges,
17 and magistrates.

18 The salary ranges for appointed state officers are
19 increased.

20 The maximum and minimum salary levels of all pay plans of
21 noncontract state employees are increased and a step increase
22 or the equivalent of a step increase is authorized.

23 The annual salary rates for justices, judges, and
24 magistrates are increased.

25 The new salary ranges, levels, and rates first become
26 effective in June 2015. Some additional salary levels are
27 increased effective in July and December of 2016.

28 The bill allows salary adjustments otherwise provided for
29 in the bill to be funded as determined by the department
30 of management using unappropriated funds remaining in the
31 department of commerce revolving fund, the gaming enforcement
32 revolving fund, the gaming regulatory revolving fund, the
33 primary road fund, the road use tax fund, the fish and game
34 protection fund, and the Iowa public employees' retirement fund
35 and in other departmental revolving, trust, or special funds

1 for which the general assembly has not made an operating budget
2 appropriation.

3 State trooper meal allowances are set for certain peace
4 officers not covered by a collective bargaining agreement.

5 The salary model administrator is required to work in
6 conjunction with the department of management and the
7 legislative services agency to analyze, compare, and project
8 state salary and benefit information.